

**Ministry of Health and Ministry of Long-Term Care
MERC Meeting Minutes
April 7, 2021**

Attendees

Union	Management
F. Wendling (Co-Chair) A. Usher M. Whyte H. Dargavel G. Caldwell (Negotiator)	C Lethbridge (Co-Chair) J. Farrell D. Pierce M. Fox P. Dezfooli S. Berton
Recorder	J. Farrell
Guest	
Regrets	S. Colameco C. Pettis

Agenda Items	Date Tabled	Discussion	Action Required
Standing Items			
1. Review of October 22, 2020 Minutes		<ul style="list-style-type: none"> Minutes from Jan 13, 2021 have been signed off by both parties. Minutes from Oct 22, 2020 are currently being reviewed by OPSEU. 	
2. Review of Agenda		<ul style="list-style-type: none"> Both parties agreed to the April 7, 2021 agenda. 	
3. Position Descriptions and New Job Ads		<ul style="list-style-type: none"> Parties discussed position descriptions and new jobs for the period of December 1, 2020 to February 28, 2021. 	
4. Disclosure Updates		<ul style="list-style-type: none"> Parties discussed disclosures for the period of December 1, 2020 to February 28, 2021. 	
5. Quarterly Fixed-Term Employee Listing		<ul style="list-style-type: none"> Parties discussed the list provided by management. OPSEU requested the original start date be included in the reports. Conversions are continuing, four have been converted and eleven are in progress. OPSEU has requested a status of the staff who have been redeployed. 	<ul style="list-style-type: none"> Management to review request for additional information requested and will provide an update.

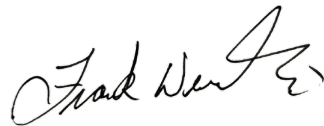
Agenda Items	Date Tabled	Discussion	Action Required
6. Third Party Organizations/ Agencies		<ul style="list-style-type: none"> Parties agreed to defer this item. 	
7. Health and Safety	April 16, 2020	<ul style="list-style-type: none"> Parties discussed the compliance with wearing of face coverings and requested information around the use of plexiglass partitions. All parties agreed that health and safety is a management responsibility for enforcement and that everyone has a responsibility to follow protocols regarding face coverings. OPSEU is asking that the employer prioritize vaccines for CACC employees. Parties discussed membership on JHSC and OPSEU enquired on the certification process. OPSEU requested information on the compliance of the health and safety agreements between the PPAOs. 	<ul style="list-style-type: none"> Management will provide a list to OPSEU of the areas requiring JHSC members and will provide information on requirements. Management to bring back these items and provide an update.
8. Long-Term Care Inspectors	April 2020	<ul style="list-style-type: none"> Deferred 	

Agenda Items	Date Tabled	Discussion	Action Required
9. MERC CACC Subcommittee		<ul style="list-style-type: none"> • Management provided update on the Terms of Reference. • Management provided updates on ongoing CAD 5 transition. • Management provided an update on CACC scheduling software and entry of practice training, peer support program and Human Skills Week. • OPSEU recognized efforts being made by the ministry to move in a positive direction. 	
10. Respectful Workplace	April 20, 2017	<ul style="list-style-type: none"> • Discussion on ways to improve workplace, open communications, information sharing and more employee involvement in providing solutions for increasing employee engagement. • Parties acknowledged the positive working relationship of the committee, specifically in Emergency Health Services. 	
11. WDHP Review – Huggins Report and Recommendations	Jan 2019	<ul style="list-style-type: none"> • Parties agreed to defer this item until the results of the Third Party Reviews have been shared. 	
12. Multi-Year Planning Process & Mandate Letters – MOH & MLTC		<ul style="list-style-type: none"> • OPSEU requested a copy of the mandate letter and multi-year plan. 	

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New Items			
13. Local Anti- Racism Plans update		<ul style="list-style-type: none"> Parties agreed to have a meeting to review both ministry plan 	<ul style="list-style-type: none"> Management to organize a meeting and to provide background information.
14. Ontario Budget impacts to MOH & MLTC		<ul style="list-style-type: none"> Management provided a high-level update on the budget announcement. Parties discussed the budget at this time, there are no known impacts to staff. 	
Bring Forward			
1. Transition and Reskilling Agreement	January 9, 2020	<ul style="list-style-type: none"> Parties have not utilized this agreement at this time. 	
2. Health & Productivity Program - MOL Joint Disability Accommodation and Return to Work Committee	2017	<ul style="list-style-type: none"> Parties agreed that this is an important item and plan to restart the discussion. 	

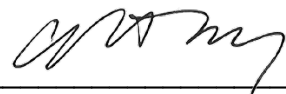
Agenda Items	Date Tabled	Discussion	Action Required
3. Terms of Reference	January 17, 2019	<ul style="list-style-type: none"> Deferred 	
4. LERC		<ul style="list-style-type: none"> Parties agreed to defer this item. When dates are available, they will be brought to the committee. 	
5. Employee Engagement Results for the Ministries		<ul style="list-style-type: none"> Parties agreed to defer this item till survey results are available. 	

Approval:



F. Wendling
OPSEU

Dated: April 7, 2021



C. Lethbridge
MOH & MLTC

Dated: April 7, 2021